



Pond Inlet Socio-Economic Monitoring Workshop

February 24-25, 2015

The following report details a socio-economic workshop and the results stemming from a workshop, held in Pond Inlet, Nunavut, to demonstrate the insights and concerns of a variety of community members. The report also details options for community based monitoring of the socio-economic changes being experienced in the community.

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Executive Summary

The following report details the results of socio-economic monitoring workshop held in Pond Inlet, Nunavut in February, 2015. The process and results of the workshop will be shared within, with the intent of demonstrating the insights and concerns of a variety of community members, and also their commitment and desire to take ownership of identifying, monitoring and analysing the socio-economic changes being experienced.

The intent of the report is to outline the findings of the workshop and provide insight into ways communities such as Pond Inlet can be engaged in socio-economic monitoring, as well as to provide options for supporting community-driven initiatives.

This report is structured to explain the process behind developing and facilitating the workshop, and will attempt to present the results as clearly as possible so that the reader can easily identify opportunities to support or work with the community of Pond Inlet to further mutual goals. The workshop was facilitated by Shelly Elverum with the assistance of Ena Mucktar as a trainee.

1.0 Background

Resource development in Nunavut falls under the regulatory purview of the Nunavut Impact Review Board (NIRB), an Institution of Public Government created under the Nunavut Land Claims Agreement (NLCA) to administer environmental assessment and follow-up processes. As part of the follow-up part of the process, monitoring major projects is also a responsibility of the NIRB (NLCA 12.2.2e). A project certificate is issued for those projects which are approved at all the necessary levels (conditionally or otherwise), and may contain terms and conditions that “provide for the establishment of a monitoring program for that project which may specify responsibilities for the proponent, NIRB or Government” (NLCA 12.7.1). Monitoring is necessary to identify whether predicted changes are taking place, to determine if unpredicted impacts are occurring, and to ensure that companies are mitigating any negative effects as legally required.

Since 2007, Socio-Economic Monitoring Committees (SEMCs) have addressed project certificate requirements for project-specific monitoring programs. Through a regional approach, three SEMCs create a discussion forum and information sharing hub that supports impacted communities and interested stakeholders to take part in monitoring efforts.

The community of Pond Inlet, Nunavut has expressed interest in having a full understanding of the potential benefits and impacts of the Mary River Iron Mine (the ‘Project’). As the largest and most visible form of economic development in the region, the Project is perceived to have both positive and negative outcomes for affected communities. As the community most affected by Baffinland’s Early Revenue Phase (ERP) and proposed Phase 2, Inuit in Pond Inlet would like to participate more fully in the examination of the interactions between the community and the Project.

While there are agencies responsible for the collection and analysis of socio-economic change related to the Project, a community-driven approach has been suggested as the best means of identifying, collecting and analyzing socio-economic data that may not necessarily be readily available to government agencies or Proponents.

For this to happen, participating community members needed to be fully aware and informed of the principles, practises and application of socio-economic data and collection. It is clear that for the most part, socio-economic research and the value of community participation in this research are not fully understood. An opportunity exists to both educate the community and improve local engagement and leadership in socio-economic research. The ultimate goal was to enable community-driven research that fully meets the present and future monitoring needs of the community and of regulators. The best way to achieve this was through a workshop to discuss community driven socio-economic monitoring of socio-economic change associated with resource development in the community of Pond Inlet. Community-based Anthropologist Shelly Elverum (the ‘Facilitator’) was contracted to develop and facilitate the workshop, with the valuable assistance of Inuk Trainee Ena Mucktar (the ‘Trainee’). Lead government representatives from the Qikiqtaaluk Socio-Economic Monitoring Committee (Q-SEMC) provided additional support throughout the duration of this workshop that was held on February 24 and 25, 2015 at the Tununiq Sauniq Hotel Boardroom in Pond Inlet, Nunavut.

1.2 Objectives

A two-day workshop with key stakeholders from the community of Pond Inlet was proposed to discuss best practises to ensure meaningful community engagement in monitoring socio-economic impacts of the Mary River Project. This included discussion points related to the need for monitoring key socio-economic issues related to resource development affecting Pond Inlet, socio-economic monitoring priorities, how to conduct socio-economic monitoring, the benefits of socio-economic monitoring, and finally what are the next steps required to make this a reality.

2.0 Workshop Development

2.1 Inuk Trainee

In order to maximize long-term community benefits for the project, an Inuk trainee was hired, so that skills and capacity could be developed within the community for workshop development and socio-economic monitoring.

2.2 Workshop Participant List

The Facilitator and Trainee created the draft workshop outline and proposed an invitee list of a wide range of community members who had either demonstrated an interest in these issues in the past, or were considered to be representative of target groups in Pond Inlet. The invitees represented various groups in Pond Inlet – employed and unemployed, women and men, parents and single people, those with higher education and people who had dropped out of school. It was felt that many of these groups were not typical attendees at public meetings or hearings, and therefore it was necessary to pay special consideration to collecting their views and concerns in this workshop. A full list of Workshop attendees is listed in Appendix A.

3.0 Workshop Description

Day 1 – Tuesday, February 24, 2015

The workshop began on February, 24, 2015 with an introduction of the parties. Various government representatives explained the Nunavut Impact Review Board process, as well as the role of Socio-Economic Monitoring Committees in monitoring and following up on the issues that were of concern during the impact review process.

The Facilitator and the Trainee explained the intention of the workshop and the process of developing the agenda for the meeting. The participants were understanding and supportive, and many later expressed gratitude that they were able to speak freely about the issues without feeling uncomfortable or embarrassed discussing these topics. At this point, we also made it very clear how information from the workshop would be used to help the SEMC representatives to

gain a clearer understanding of Pond Inlet's issues, to guide future work, and potentially begin the process of community-driven socio-economic monitoring.

Most of the morning was devoted to ensuring that participants had a full understanding of what a "socio-economic" issue is, and importantly how the NIRB and other Regulators differentiate between environmental and socio-economic issues. For many Inuit, there is not believed to be a dividing line between these issues; coupled with this cultural understanding is that most of the impacts assessment work known to the public over the past few years has been heavily focused on the environmental side of the equation. The end result is that the community as a whole is more skilled in articulating the environmental issues of resource development. The Facilitator built on this previous knowledge of environmental impacts by using the examples of "seal" and "caribou", two environmental indicators, to demonstrate the connection between environmental and socio-economic issues by mapping out, with the help of the participants around the table, exactly what a seal and caribou mean to the community. Answers ranged from "food security", "language skills" to "cultural pride" and "personal accomplishment" stemming from a successful hunt. To round out this exercise, the group used the example of "snowmobile" to think about what this item represents to Inuit, and finally the word "employment" was used to see what socio-economic issues were triggered by this term. Completion of this exercise clearly demonstrated that the participants were fully aware of, and able to define, socio-economic issues particular to the community of Pond Inlet. Photos of these exercises may be found in Appendix C.

Icebergs were also used as a technique for differentiating between the visible aspects of culture (the portion of the iceberg visible above water) and the values, norms and ideas that are invisible, but highly meaningful (the majority of the iceberg which remains unseen, below water). The workshop participants began with individual "iceberg" outline which they filled in with their own ideas of the seen and unseen aspect of Inuit culture. Afterwards, we collaborated to create a "master iceberg" of commonly held views. Participants easily identified the visible or tangible parts of Inuit culture such as clothing, language, traditional country food, stories, and myths and legends. Then, the magic began as they started filling in the bottom of the iceberg. This was a true "tipping point" in the workshop where the participants moved from fully engaged to taking a degree of control and ownership over the process. The Trainee closed this section of the workshop with an analogy of the larger unseen part of the iceberg representing Inuit societal values; if these values are eroded, Inuit culture will flip in the same way that a destabilized iceberg rolls.

Following a brief discussion of "change" and where change has originated in Pond Inlet (colonization, settlement, relocation, residential schools, and development) the next step in the workshop was to introduce the concept of socio-economic monitoring. A few of the participants had some experience with environmental monitoring programs, and were able to contribute to the conversation. Most participants were not initially familiar with the concept of monitoring, but

with careful explanation were able to quickly grasp the importance of monitoring to the community as a whole. The Trainee spoke in Inuktitut about the fact that Inuit have always monitored weather, animals, and the health and wellbeing of the camps. It was deemed important that the participants not feel like monitoring was a foreign concept, but rather understand that vigilant monitoring of both the environment and the social aspects of life was central to the survival of their ancestors.

Government representatives from the SEMC were instrumental in explaining the use of socio-economic monitoring data to the NIRB and to the Federal and Territorial governments, and explained the use of Baffinland project-specific information for the Q-SEMC. A lengthy discussion was held to address the benefits of socio-economic monitoring and included an overview of how the following groups might use the data: Baffinland, the NIRB, Regulators, governments, and QIA. Community benefits of monitoring were understood to be:

- Improved engagement of community members
- Community empowerment contributing to better decision making and governance
- Capacity building – skill development for monitoring, research, communication and advocacy
- Prevention – only an active community can achieve this
- Mitigation
- Compensation
- Preparation for other resource development projects that may occur, by having baseline data and enhanced community organization

It was believed that the community of Pond Inlet would benefit by having a greater understanding of the changes occurring in the community, and the participants noted the feeling of empowerment that would come from the ability to have meaningful participation in this work – removing the need to rely on others to address the causes and impacts of change – participants noted that community will be stronger if it can be the driver behind monitoring work.

Day 2 – Wednesday, February 25, 2015

Day two began with a recap of the previous day's discussions and activities. The Trainee noted that comments during the recap indicated that the participants understood the purpose and concepts, and were interested and motivated by the workshop.

The Facilitator reviewed the discussion points from day 1 to ensure that the concepts related to socio-economics and monitoring were clear after the participants had the night to think about the workshop. It is our belief that the community needed an evening to process critical issues like these. Community members have often repeated the need for longer workshops, including “off time” away from the workshop where participants have a chance to think about the issues as well

and discuss them with friends and family. This workshop is an example of careful scheduling allowing participants the “breathing space” to process information, and it proved highly successful.

The first activity of the second day was having the individual participants consider all the socio-economic changes and issues that had been identified thus far, and to create their own “iceberg” of the Inuit knowledge and social values that they believed were directly impacted by current resource development such as Baffinland’s Mary River project. Upon completion, the individuals collaborated with the facilitator to create a master “iceberg” of all identified issues. The purpose of this exercise was to both demonstrate that individuals would have different views, but ultimately share common values and common concerns.

The next step was to break into 3 groups, and using both group reflection and key points identified on the “master iceberg”, agree upon the ten most important socio-economic issues facing the community of Pond Inlet. The brainstorming results of the three groups are as follows:

Breakout Groups Top 10 Lists

Group 1	Group 2	Group 3
Remembering the struggle to survive	Hunting / sewing skills	Traditional Education
Hunting	Community connections	Formal / Western Education
Language	Education	Community relationships
Cultural Identity	Language	Healing / problem solving / traditional counselling
Sewing skills	Survival skills and passing of this knowledge to youth	Proper use of Inuktitut
Community decision making	Traditional medicine	Short and long term goals setting
Food security	Food security	Food security
Child rearing	Housing	Technology / communication
Social cohesion	Transportation (availability of snowmobiles, cars)	Child rearing / discipline
	Relationships	Mobility

The participants presented and discussed their lists, and were very pleased with the range of answers as well as the commonalities between the three lists. They were then asked to choose the top ten socio-economic issues from the previous three lists and were advised that new items could be added to the list if the group as a whole agreed. Careful discussion ensued, and the following list of items were created, but not prioritized.

Group Consensus: Top 10 Socio-Economic Monitoring Priorities

1. Community cohesion and connections
2. Food security
3. Education (traditional and western)
4. Language proficiency
5. Relationships
6. Child rearing
7. Housing
8. Transportation / mobility
9. Community governance
10. Healing

The goal of the session was to only create a list of potential monitoring priorities, but not to prioritize them. A separate exercise to prioritize the list is possible, and encouraged as a preliminary step to creating a pilot monitoring program.

The creation of the community priorities list sought to put into practice the Inuit societal value of group consensus decision making; thoughtful conversation, respectful discussions and the way in which the participants bonded over the results, showed the incredible value of this form of decision making. The process was felt to be very healing by the participants, and created a sense of purpose and determination. This connection between the participants and the process was critical to the discussion that followed on the “next steps” that could be taken to create a community-driven socio-economic monitoring program.

Evening, Wednesday, February 25, 2015

While the workshop was intended to be a two-day event, the agenda was not completed by the conclusion of the second day, and the participants expressed a desire to continue on in the evening. An additional two hours was added as an evening session in which a recap of the top 10 socio-economic concerns was held, with additional discussion on the merits and the interpretation of each point.

When the group was fully comfortable and confident that they had indeed identified the top ten socio-economic issues facing the community of Pond Inlet, the Facilitator asked participants a critical question - would the people of Pond Inlet be interested in the process of monitoring these issues? The answer was a resounding and unanimous “yes”. Participants indicated that not all community members would necessarily agree on the top ten list, and that more work within the community would need to be undertaken to ensure that the list reflected the needs of the community as a whole, but that they believed in principle that the community would react positively to the concept of community-driven socio-economic monitoring.

The group was not able to tackle all the items on the agenda, and had only the briefest ability to identify the steps participants believed were necessary to initiate any sort of monitoring project. Additionally, the group talked about the need to find funding in order to secure a workspace within the community. Workspace is at a premium, and is often not available on an ongoing basis, making research and monitoring difficult. Participants agreed that a community-based research centre or office facility would be ideal, as it would provide a stable place to conduct this type of work, and allow better community participation in this process. Nonetheless, participants agreed to reach out and talk to different organizations in the community to explore the possibility of temporarily using any open workspace.

The meeting ended with a resolution by participants to meet again, on a volunteer basis if necessary, in order to move this initiative forward. It was mentioned by many participants that they would not feel comfortable creating or contributing to a monitoring program without more training, and also wished to consult with the community as a whole to amend or create sub-lists of different socio-economic needs within Pond Inlet. In the Facilitator's opinion, the participants showed a great awareness in the importance of community-driven socio-economic monitoring by being able to identify where their own skill sets and knowledge base were lacking, and in seeking additional training and support before taking this task on. It demonstrates that they fully intend such a program to be meaningful and successful, and this speaks volumes to the commitment and abilities of the participants at the workshop.

4.0 Discussion

A few points require clarification, or interpretation, in order to capture the participants' meanings and intentions. For instance, it was noted upon reflection that participants did not identify employment as an issue requiring monitoring. The Facilitator spent several days after the workshop tracking down participants to ask this question. After careful thought, it was generally agreed that the group sought to identify issues which were not covered by other agencies, or those which were believed to require the insight of community members. This does not mean that employment is not a priority issue for the community, but rather participants felt that other deeper issues affecting the community as a whole would benefit more from community-driven monitoring and analysis.

The priority of "Healing" requires some explanation, as the Inuit way of understanding this concept may be different from a standard definition which primarily focuses on the process of recovery after a problem has been identified. The definition of healing that the workshop participants believed was more aligned with the Inuit of view included the process of identifying the problem as well as the steps taken to find a solution. It is important to note that the

participants indicated that their priority of healing encompasses both mental and physical well-being.

The category of “transportation / mobility” is another priority requiring explanation. Follow-up with the participants indicated that “transportation” referred to both the means to travel within the community and on the lands and water surrounding the community, while “mobility” referred to the ability to visit, work or relocate within Nunavut or potentially other parts of Canada. Movement between communities and Southern Canada for family, relationships, education and employment were considered to be motivating factors for this priority,

The workshop participants have been given the opportunity to participate in the upcoming Q-SEMC meeting to be held in Pond Inlet in April, 2015. This will allow participants the opportunity to interact with other communities and to refine their goals for socio-economic monitoring.

Perhaps the best summary of the workshop is the text below, written by Trainee Ena Mucktar upon the completion of the workshop:

I believe everything happens for a reason in our lives. We just have to get things and get ready for our future. The workshop we had was a good way to show people in the community how things can get done when it comes to monitoring change and it made them motivated. Most importantly they wanted to do this now to help our kids and grandkids in the future.

We usually get researchers from the south (Universities) come up North and do their own way of researching and we don't usually get the results/reports back to our communities. They would just get credit for the work for themselves instead of the people of community. I am sure it has happened to other communities too. Also when they come up to our communities they usually have questions that we call "stupid questions" even though they are thought to be very good questions for themselves and by southerners, because they have no idea of how we live in the Arctic.

If we want to have really good results for monitoring we should start by having community based work from start to finish and have the work be done totally in our community. For me, I would like to see it in our community and make a difference and help the people to have a loud voice to mining companies and can stand strong for our community...

5.0 Key Points from the Workshop

Steps to Ensure Success:

- Having a Trainee was a critical part of this workshop's success – such Trainee positions are necessary to support local engagement and capacity development; of equal importance is the fact that the Trainee provided invaluable advice on participants, workshop direction and assisted with both interpretation of key concepts into Inuktitut to ensure clarity, and also back-translated ideas to ensure the Facilitator was able to understand cross-cultural subtleties.
- Workshop success is dependent upon choosing the right people – participants were “handpicked” rather than the standard method of inviting organizations to send delegates who may have had no interest or motivation.
- Trust was established by having familiar faces facilitate the workshop, and by clearly explaining the purpose of the meeting and how the information will be used.
- Take time for the meeting – a minimum of two days is suggested, with an overnight period for participants to process the information and have an opportunity to discuss with others. Community members consistently ask for meetings to be run on a schedule and pace that is more comfortable and consistent with consensus decision-making. Multi-day meetings ensure that the community has the “breathing space” to think and respond appropriately.
- Clear explanation of the terminology used in socio-economic research ensured that all participants shared a common understanding.
- Community members genuinely want to do socio-economic research and monitoring – the participants were excited and motivated, but need training, support, funding, and a workspace in order to turn ideas into action.
- The process of identifying and discussing these issues was felt to be very healing by workshop participants, and inspired the group to consider having more meetings such as this for the purpose of healing and empowerment.
- Ideally, a network of community-driven monitoring programs could be established both within the community, and between communities, that could support each other.

Risks

- A second step is needed in the form of training to move this project ahead; if too much time passes, however, the community could lose the momentum that this workshop produced.
- The lack of community workspace will be a barrier to community-driven monitoring
- The lack of funding, and lack of community members skilled in writing proposals, will be a barrier to local monitoring programs.
- There is a real possibility that potential community-based researchers may be lost to other, more reliable forms of employment.

- Perhaps the biggest risk is in assuming that these results represent the community views – the workshop results need to be verified and agreed upon with the community as a whole.

Strengths of the Workshop

- Participants were keenly interested in the concept of Inuit having a strong tradition of monitoring which directly resulted in physical and cultural survival
- Participants were mainly comprised of the younger generations (17 – 35) representing a growing demographic that is looking for information, understanding and empowerment.
- Engaging this younger demographic can help to ensure continuity in a monitoring program.
- No Elders were involved in the workshop, allowing younger participants the freedom to express their views.
- Participants generally had no preconceived idea of what a socio-economic issue is and little to no previous knowledge of what socio-economic issues are currently being monitored. This gave the group a certain kind of freedom to start from scratch.
- Having the AANDC and GN reps not reveal NIRB’s monitoring recommendations until the end avoided biasing the group.
- This type of workshop, and potential monitoring programs, will help prepare the community by developing capacity for future projects and environmental assessments.

Weaknesses

- Only two days – we could easily have used an additional day to create a stronger foundation for moving ahead. Some participants felt it would have been nice to have a “next steps” prepared to keep the momentum going.
- Workshop was held during the period of shift change at Baffinland, precluding many employees from attending.

Steps Forward

- Participants indicated that there is still more work to be done – this is just the beginning for community engagement.
- A core community group, supported by an advisory committee, would be ideal to create a mandate, find funding, coordinate training, and develop a work plan moving forwards. Participants feel that the community cannot do this alone and will need support from a network of professionals, academics, and/ or NGOs to assist.
- The group needs to consult with community on the top 10 issues, to get additional information and local buy-in.
- More time is needed to investigate what each issue means and what the indicators could be.
- Participants have requested training on research methodologies and techniques.
- The group requires support and funding to find a workspace.

- Funding is needed to support them as researchers.
- The group will require support for formal guidance and direction.
- Assistance is required to obtain short and long term funding to continue.
- Supplies and equipment would be required to conduct research.
- Assistance to find a workspace to function as the core of a community-driven research centre.
- Everyone who has seen the preliminary results of the workshop has indicated that the “iceberg” should be translated and published, and available for cross-cultural training purposes within the community and to government agencies.
- Participants and community members have requested a college program in research. This would require a dialogue with Arctic College to assess the feasibility of offering such a program in the community.
- Ultimately, the participants left the workshop with the clear understanding that it is best when a community can tell its own story; for socio-economic monitoring, this includes capturing both what the community loves, and what it fears for its future.

Appendix A – Workshop Participants

Youth, and daughter of a Baffinland employee: Judy Kunnuk

Older generation, and local parole officer – Katherina Lucy Pudluk

Hunter, HTO Chairperson and water truck driver: Gerold Koonark

Unemployed: Andrew Arreak

Partner of a worker / representative to women's committees / Hamlet Councilor: Joanna Innualuk Kunnuk

Single adult / environmental researcher: Trevor Arreak

Economic development worker (Hamlet): Sam Arreak

Female Baffinland worker: Georgina Pewatoalook

Higher education / former College student (NTEP): Natasha Mablick

Hamlet Councilor, previous Mayor and delegate to QSEMC: Abraham Kublu

Nunavut Sivuniksavut graduate and Casual / part-time worker: Alexandra Anaviapik

Appendix B – Workshop Agenda

Agenda – Community-Driven Socio-economic Monitoring Workshop

February 24 and 25th, 2015

Pond Inlet, Nunavut

Day 1 – Tuesday, February 24, 2015

Morning: 9:30 – 11:45

- Opening Prayer
- Introduction
- Purpose – what are we here to do?
- Socio-economic monitoring.... What exactly IS it????
- What are socio-economic issues?
- What is monitoring?
- Who is involved in socio-economic monitoring? Baffinland project specific information, role of the QSEMC
- Why should we as a community be interested in socio-economic monitoring? What are the benefits to the community?

Lunch: 11:45-1:30

Afternoon: 1:30 – 4pm

- Recap of the morning's conversation
- Identifying socio-economic issues specific to the Baffinland project in Pond Inlet
- Brainstorming - Breakaway groups
- Groups present their ideas, feedback from other participants
- Summary of the day's conversation and activities

Day 2 – Wednesday, February 25, 2015

Morning 9:30 – 11:45 am

- Recap of Day 1
- Identifying and setting community priorities for socio-economic monitoring: What do we believe are the most important issues to monitor?
- Breakaway groups – what are the top 10 issues that you think the community should be monitoring?
- Group consensus – can we reach a consensus on the top 10 socio-economic issues

Lunch: 11:45 – 1:30

Afternoon 1:30 – 4pm

- Recap – top 10 socio-economic concerns
- Would the people of Pond Inlet be interested in the process of monitoring these issues?
- If yes, what steps need to happen in order to “start the ball rolling”
- What do we need as a community to do this work ourselves?
- Who is available to help us?
- Next steps – action plan
- Workshop summary
- Conclusion and THANK YOU!

Appendix C - Photos of Workshop Exercises

Figure 1 - "Iceberg" of visible aspects of Inuit culture, and the values that underlay them

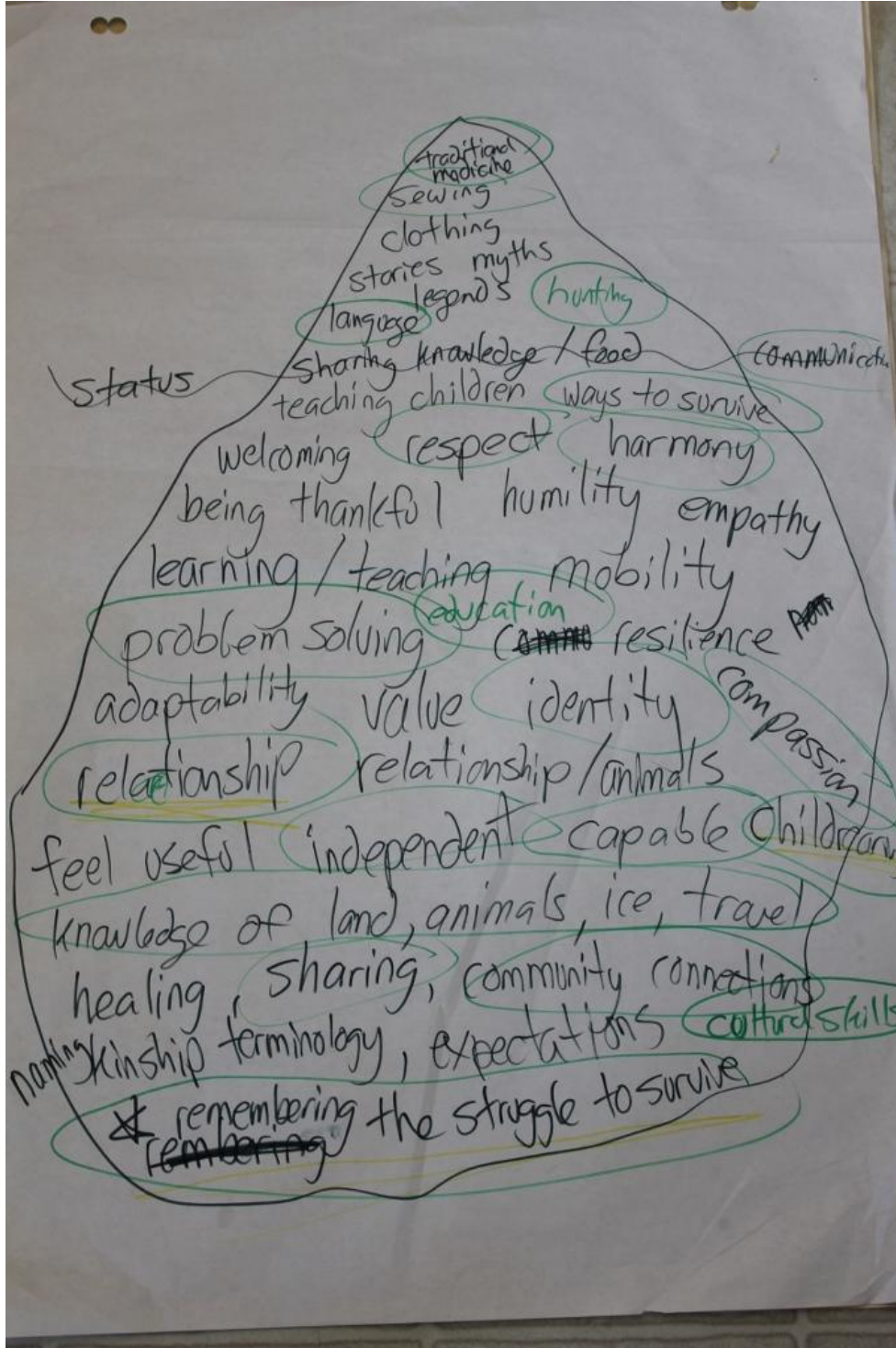
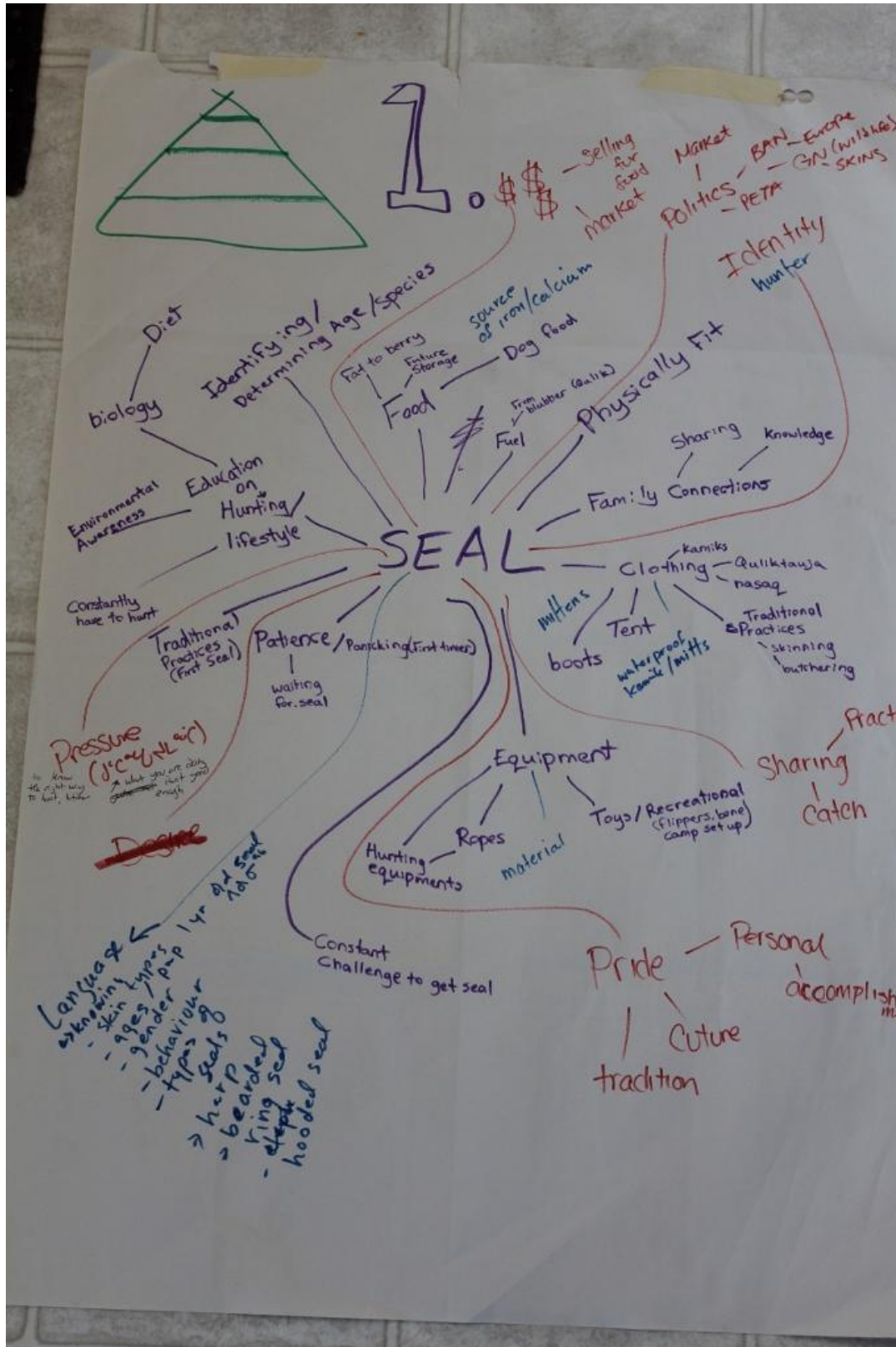


Figure 2 – “Seal” “Snowmobile” and “Employment” Webs



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SNOWMOBILE

Expensive
Non Storage for Waste Parts
- Environmental

Replacement for dog faster
more convenience

Education Trades

repair maintenance

knowing parts is around

stress
shame

- no need for certificate
- no snowmobile, no hunting or transportation

Health
not enough exercise

freedom

- No license or distraction
- drive around
- independence

Happiness

Dependence from family
more dependency

positive influence between families

- stolen or theft
- pressure on owner of snowmobile for different uses by friends, family or relationship

transportation

- Hunting (Food)
- Camping
- Store
- other communities
 - ↳ Family relations
 - ↳ Food Distribution
- School

Survival

- search & rescue
- stranded
- fire starter
- tent poles

Cost

- ↳ gas
- ↳ parts
- ↳ puttings sugar
- ↳ skis & pistons
- ↳ expensive

Hunters hunting for others (non-hunters)

Money Maker - Business

Rangers Sport hunters outfitters

Can't afford to buy

Pressure to own

Status

Electronics on snowmobiles are bad in extra cold

3

Keeps you busy
(out of trouble)
(trouble)

Expectation

Clothing

Food/diet

Stress

Workshops

- Self-Esteem

Personal Improvement

Science of entitlement

Education

Child care

Identity

Provides housing

EMPLOYMENT

Family dynamics - money

dependency for \$
Income

bills

Community Meetings

Drugs Alcohol

being away

Cultural pride

Language

Purchasing Power

Mine site Work

Leisurely items
High Tech Toys

Gain Skills
Trade

Time management

Investment
Saving for future use

Cross cultural / workspace expectations

- Career
- Jobs or training

- Budgeting (no training)
- Improve Resume

- Work replaces hunting

- Employees can't hunt at MR, MI
- Workers can upgrade or move up on-site position work

only in front designated areas